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NEWARK HUMAN RIGHTS COMMISSION

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ANNUAL REPORT

CITY OF NEWARK



KENNETH A. GIBSON, Mayor

RALPH T. GRANT, Jr., President
Municipal Council

GEORGE BRANCH
Councilman-Central Ward

ANTHONY CARRINO
Councilman-North Ward

SHARPE JAMES
Councilman-at-Large

HENRY MARTINEZ
Councilman-East Ward

DONALD PAYNE
Councilman-South Ward

RONALD RICE
Councilman-West Ward

DONALD TUCKER
Councilman-at-Large

MARIE VILLANI
Councilwoman-at-Large

NEWARK HUMAN RIGHTS COMMISSION
Evelyn Salkin, Chairperson
Shirley Rutherford, Executive Director

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Newark

Kenneth A. Gibson
Mayor

Human Rights Commission

920 Broad Street
Newark, New Jersey 07102
201 733-3890

Shirley Rutherford
Executive Director

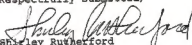
June 1, 1983

Honorable Kenneth A. Gibson
Mayor
City Hall
Newark, NJ 07102

Dear Mayor Gibson:

Following is the report of the Newark Human Rights
Commission for the year 1982.

Respectfully Submitted,


Shirley Rutherford
Executive Director

SR/eo

Newark

Kenneth A. Gibson
Mayor

Human Rights Commission

920 Broad Street
Newark, New Jersey 07102
201 733-3890

Shirley Rutherford
Executive Director

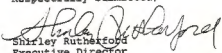
June 1, 1983

Members of the Municipal Council
City Hall
Newark, NJ 07102

Dear Municipal Council Members:

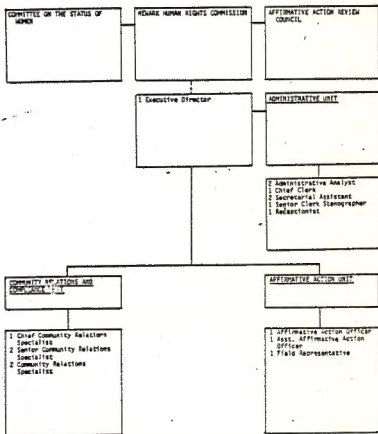
Following is the report of the Newark Human Rights
Commission for the year 1982.

Respectfully Submitted,


Shirley Rutherford
Executive Director

SR/eo

NEWARK HUMAN RIGHTS COMMISSION ORGANIZATION CHART 1982



1982 OPERATING BUDGET

Salaries and Wages	294,836
Other pay (Overtime)	1,000
Service by contract or agreement	5,050
Materials and Supplies	3,600
Equipment	600.
Miscellaneous	1,800
Total	306,886
Number of Employess	16

NEWARK HUMAN RIGHTS COMMISSION STAFF - 1982

Linzo Jenkins	Acting Director (to 10/25/82)
Shirley Rutherford	Executive Director (from 10/25/82)
Delma Allen	Assistant Affirmative Action Officer
Jane Bishkoff	Administrative Analyst (Leave of Absence 4/9/82)
Carl Brinson	Affirmative Action Officer
Miriam Colon	Secretarial Assistant
Denise Delgado	Receptionist-Typist
Phyllis Justice	Sr. Community Relations Specialist
Dora Kinchen	Administrative Analyst
Helen Krakowitz	Sr. Clerk Stenographer
Clarice McClendon	Chief Clerk (from 3/23/82)
Norma Nicholson	Administrative Analyst
Edie Oyola	Secretarial Assistant
Rose Pearson	Chief Clerk (to 3/19/82)
Sandra Rosamilia	Community Relations Specialist
Joseph Scrimmager	Chief Community Relations Specialist
Harry Spellman	Community Relations Specialist (retired 9/30/82)
Horace Wiggins	Field Representative

1982 ACCOMPLISHMENTS OF THE HUMAN RIGHTS COMMISSION

I Discrimination Cases.

The Human Rights Commission is charged with the responsibility of investigating violation of laws against discrimination based on race, creed, color, natural origin, ancestry, marital status, sex, or physical or mental handicap, and is specifically responsible for enforcement of the following ordinances of the City of Newark: Fair Housing and Public accommodations (R.O. 15:14-1 et seq.); Blockbusting (R.O.17.7-e et seq.); and Fair Employment Practices (17:11-1 et seq.).

During the year 1982 discrimination cases were handled by the Community Relations Compliance Unit, in the following categories:

EMPLOYMENT

Cases pending from previous year 21

Cases Closed 85

No probable cause 56

Resolved through
conciliation or
negotiation 0

Probable cause
found, case
referred to N.J.
Division on Civil
Rights or EEOC
for further
processing 4

Cases open and
pending at end
of year 36

Breakdown of cases on basis of discrimination:

Race 69 Sex 15 Age 0 Religion 0 Handicap 5

HOUSING

New Cases	91
Cases Closed	65
Cases Open	26

PUBLIC ACCOMMODATION - 0

POLICE RELATIONS

New Cases	8
Cases Closed	3
Cases Open	5

Blockbusting: Copies of all notices by Realtors of intent to canvass are sent to the Human Rights Commission by the City Clerk's Office. In 1982 we handled 12 violations of the Blockbusting Ordinance. All of our cases were conciliated by our staff analyst.

Outlook for 1983: This office has been in communication with both HUD and EEOC concerning official recognition as a deferral agency, which should enable us to handle cases to final resolution. The only obstacle to this is lack of subpoena power, which we expect to resolve during 1983.

II Services to Citizens - Problem Resolution.

Many people come to the Human Rights Commission office, or are referred by the Mayor, members of the Council, or other agencies, with problems other than discrimination complaints. These include lack of shelter, failure to receive welfare or social security payments, problems with utility companies, etc. Human Rights Commission staff attempt to help resolve the problem, find assistance for the client, or refer them to an appropriate agency.

Following is a summary of the 1,773 such matters handle in 1982:

<u>COMPLAINT</u>	<u>RECEIVED</u>	<u>OPEN</u>	<u>CLOSED</u>
Housing	91	26	65
Welfare	296	-	296
Social Security	19	-	19
Utility	143	-	143
Employment	85	15	70
Food	100	-	100
Police Matter	8	5	3
Clothing	25	-	25
Legal & Domestic	102	-	102
Fire Victims	41	-	41
General Assistance	863	-	-

III Community Relations - Special Programs and Activities.

The Human Rights Commission conducts programs for the following purposes, as stated in the ordinance:

"...showing the contribution of the various races, religious and ethnic groups, as well as women and the handicapped, to the culture and traditions of our city and nation, the menace of prejudice, intolerance, bigotry and discrimination, and the need for mutual self-respect";

"Attempt to foster through community effort or otherwise, cooperation and conciliation among the groups and elements of the inhabitants of this community'

'Formulate and carry out educational programs that will aid in eliminating and preventing all types of prejudice and discrimination..."

The following activities were held in 1982:

Brotherhood Awards Program

On Feb. 24, the Commission presented awards to citizens for outstanding service to the community in the spirit of brotherhood. The program was held at Essex County College. The recipients, nominated by members of the Municipal Council and the Commission as a whole, were:

Rev. Dr. Thomas Rankin, Sr.
Chester Brown
Ralph C. La Conte, Jr
Vincent A. Galluci
Catherine Jackson
John A. Thomas
Ernestine Davis
Coalition SIX
Bessie Green Community Center
Zobeida Roan
Dorothea Lee

Human Rights Awards Day

The second annual program was the Human Rights Awards Day, held at Essex County College on December 15, 1982. This program is in conjunction with the International Human Rights Week. The recipients of a scholarship award of \$150 were Newark students who excelled in scholastic activities and were nominated by their guidance counselors for their role, also, in service-oriented activities in school and community. Cash awardees were: Derrick Williams, Arts High; Norma Judson, Central High; Maria Christina Benatti, East Side High; Felicia Woodson, The Education Center for Youth; Annette Young; Malcolm

X Shabazz; Evangeline Grover, Science High; Donna Terry, University High; Clarence Bradley, Vailsburg High; Audrey Jones, Weequahic High and Barbara Moraes, West Side High.

Along with cash awardees, juniors and sophomores received certificates of merit for their contributions. The juniors honored included: Joseph Foust; Daisy Pastor; Deborah Lawrence; Ralph Chiachetti; Connie Durham; Yoland Graham; LaRhonda Brown; Margaret Reid; Majorie Reid; Lisa Lance and Katrina Anderson. The sophomores honored included: Lillian Torres; Lourdes Rodriguez; Quintin Briggs; Eddie Acosta; Toinette Boyd; Maria Hsu; Theresa Carter; Michelle Layton; Rueben West; and Gregory Lewis.

Also, at this program, the Newark Human Rights Commission presented a memorial presentation to the family of the late Mr. Eugene T. Johnson, Sr., former chairman of the Newark Human Rights Commission, who passed on November 12, 1982. In our resolution, it was noted that "Mr. Johnson gave untiringly of his time and energy for the benefit of the Newark Community and was an advocate and champion of the cause of human rights, brotherhood and the dignity of man."

Community Activities

During the summer months Human Rights Commission staff worked with the Police and Fire Department in an effort to discourage the misuse of fire hydrants, by warning citizens of the danger resulting from open, uncapped fire hydrants.

Staff attended and/or spoke at meetings of various community groups and service agencies. These included: United Community Corp., Salvation Army, Food Stamp Coalition, Newark Housing Authority.

The Human Rights Commission Director facilitated a meeting requested by the Chairman of the Board, Health Corporation of the Archdiocese of Newark, which operates St. Michael's Hospital, between hospital officials and representatives of the neighboring community. The purpose of the meeting was to discuss the proposed move of St. Michael's to the NJ College of Medicine and Dentistry site. At this meeting, both community and hospital representatives indicated they were not in favor of the proposal.

IV Training, Workshops, Seminars.

The following training sessions, seminars and workshops were attended by Human Rights Commission staff in 1982:

1. Discrimination in Federally Funded Housing, sponsored by State Division on Civil Rights.
2. Seminar and Landlord Tenancy, sponsored by Essex County Division of Consumer and Constituent Services.
3. Tenant Training.
4. November 16-17 - Atlantic City. New Jersey Human and Civil Rights Association of New Jersey workshops on affirmative action, part of the League of Municipalities Convention.

V Other Activities.

The Director of the Human Rights Commission appeared at a public hearing held by New Jersey Transit in City Hall on December 2, 1982, and expressed the commission's disapproval of New Jersey Transit's proposal to cut back on bus service in the Newark area, and to eliminate student discount fare.

VI Preparation for 1983.

The Human Rights Commission staff have begun preparation for the following 1983 activities:

Black History Exhibit to be held in City Hall Rotunda during February.

Brotherhood Week Program for February.

VII Affirmative Action

The Affirmative Action Office is responsible for monitoring all city contracts, as well as all construction projects which receive tax abatement, loans, grants or other consideration through the City of Newark, for compliance with the City's Affirmative Action Ordinance and Plan.

The City's Affirmative Action Plan sets the following goals for minority participation:

Minority Business Enterprise	
General Sub-Contracts	25%
Manpower Utilization	
Craftsmen	32-37%
Apprentices	50%

In addition, the plan provides for a minimum of one Newark Job Bank Trade & Training Corp. (N.J.B.T.T.C.) apprentice for each five journeymen in each trade on a job.

All developers, contractors and subcontractors on projects subject to the ordinance are required to meet with the Affirmative Action Officer or Assistant Affirmative Action Officer to review the affirmative action requirements, including documents which must be submitted, and to review the contractor's plan for complying. Affirmative Action staff conducted 95 such "pre construction conferences" during 1982.

Affirmative Action staff attended 35 bid openings, to assure that bidders understood the affirmative action requirements.

Staff monitored 20 city-contracted projects, and 15 construction sites involving tax abatement, UDAG or other grants or loans, or other consideration. Through the monitoring process staff confirms the number of minority craftsmen and apprentices working at each site.

Corrective measures are taken if the number falls short of affirmative action goals. In addition, monitors pick up required documentation.

In connection with the 42 million dollar Gateway III construction, the largest of this year's projects, staff have met on bi-monthly basis with representatives of the owner, Prudential Insurance Company, the developer, Third Gateway Urban Renewal Project, the general contractor, Torcon, Inc., and Minority Contractors and Craftmen's Trade Association (MCCTA) to deal with any problems in a timely fashion, and provide advice and assistance in implementing the affirmative action plan. As a result, minority entrepreneurs received contracts worth \$7.7 million in 1982, with more expected before completion of the project in 1983.

Affirmative Action personnel participated in the MBE Saturday Seminars held at Essex County College approximately every third week. They also attended and participated in the League of Municipalities Convention and Human and Civil Rights Association Affirmative Action Seminar, the American Association for Affirmative Action Conference, and Forest City Dillon/St. Mary's Villa Pre-Construction Seminar.

The Affirmative Action office maintained close contact with the MCCTA, and attended its monthly meetings, as well as regular and special meeting of the NJ Affirmative Action Council, Human and Civil Rights Association of NJ, Newark Job Bank Trade and Training Corp., and the American Association for Affirmative Action Bi-Monthly Conference Committee.

As a result of the monitoring and enforcement activities of the Affirmative Action Unit, 85 apprentices registered with the

Newark Job Bank Trade and Training Corp. (NJBTTTC), the recognized apprentice training program for the City of Newark, obtained work and training in their respective crafts.

The attached charts show the extent of minority participation in subject construction projects.

Exhibit (A) shows the MSE share in construction projects developed by the private sector with consideration from the city in the form of tax abatement, grants, etc.

It reflects a total of almost \$20 million for minority construction enterprises, 21.6% of the total spent for construction contracts under the purview of the Newark ordinance.

Exhibit (B) shows the total wages paid on the monitored projects, with the amount and percentage of minority participation. Both of these exceeds the goal, with 35% of journeymen wages and 60% of apprentice wages going to minorities. Exhibits "C" and "D" show the manpower summaries for January through June, and July through December, respectively.

In addition, 171 vendors, who were awarded service contracts by the City's Division of Purchasing, were contacted for affirmative action statements.

During the period from July to December, construction related contracts awarded by the City of Newark totalled over \$2 million, of which over \$800,000, or 36%, went to minority-owned business either as direct contracts from the city, or subcontracts under the Affirmative Action Plan.

EXHIBIT "A"

Project/ Site	Date of Contract	General Contractor	Total Project Cost	Estimated Construction Cost	1982 HBE Participation Tax Abatement & Grant Projects Dollar Amount Awarded or expended to date			HBE Amount Awarded to date (12-31-82)	Date Completed
					Non-Minority	Minority	Total		
Essex Plaza II	6/81	Essex Plaza Associates	\$12,000,000.	\$ 8,000,000.	\$ 7,078,427.	\$ 743,573.	\$ 7,822,000.	10%	2/82
Essex Plaza III	10/82	Essex Plaza Associates	8,400,000.	3,600,000.	2,372,500.	74,000.	2,446,500.	3%	na
St. Mary's Villa	11/81	Forest City Dillon	19,372,121.	14,500,000.	3,914,900.	2,221,000.	6,135,900.	36%	3/83
820-830 Broad Street	3/81	Jet Construction	1,400,000.	1,400,000.	440,572.	560,180.	1,000,752.	56%	na
New Community HI-Rise	1/82	Pike Construction	6,812,659.	6,812,659.	3,998,444.	1,339,498.	5,337,946.	25%	1/83
New Community Manor	2/82	Bicciardi Construction	9,587,000.	9,587,000.	3,673,742.	1,542,200.	5,215,942.	30%	3/83
Gateway III	5/83	Torcon Construction	69,350,000.	47,400,000.	31,447,730.	7,707,450.	39,155,180.	20%	na
One Washington Plaza	7/81	Turner Construction	37,000,000.	26,140,000.	15,468,363.	3,833,407.	19,301,770.	30%	3/83
Robert Trent	10/82	Hopkins and Warren	819,468.	137,000.	83,000.	24,000.	107,000.	22%	na
Buithorne Ave.	8/82	Organized Const. Corp.	2,671,000.	1,891,131.	917,005.	440,000.	1,357,005.	32%	na
Norfolk Square	10/82	Pike Construction	3,620,000.	3,620,000.	1,484,502.	1,030,500.	2,715,002.	36%	na
Cathedral Apts.	11/82	T.J. McClone	2,113,000.	1,624,500.	982,101.	254,120.	1,236,221.	21%	na
Avon Hills	11/82	Provesse Const.	1,499,300.	1,194,210.	490,380.	204,225.	694,605.	29%	na
400 Delancy	12/82	Red Star Express	(Contracte no bid in 1982)						
** Not completed					(total)	19,976,153.	92,526,476.	21%	

1982 MANPOWER SUMMARY

I Journeymen

Total Wages	\$ 6,655,334
Non Minority	4,319,921
Minority	2,335,413
Minority %	35%

II Apprentices

Total Wages	\$ 385,178
Non Minority	161,866
Minority	223,312
Minority %	58%

MANPOWER UTILIZATION

EXHIBIT "C"

TOTAL HOURS WORKED & WAGES EARNED

January - June 1982

	<u>Total Hours</u>	<u>Hours Worked</u>		<u>Minority %</u>
		<u>Non-Minority</u>	<u>Minority</u>	
January	15,613	7,384	8,299	54%
February	32,172	18,469	13,703	43%
March	32,276	17,416	14,864	46%
April	8,664	5,435	3,229	38%
May	15,227	9,939	6,288	42%
June	32,908	23,819	9,089	28%
Total	\$ 136,860	\$82,462	\$54,398	40%

	<u>Total Wages</u>	<u>Wages Earned</u>		<u>Minority %</u>
		<u>Non-Minority</u>	<u>Minority</u>	
January	223,102	107,720	115,382	52%
February	381,538	219,618	161,920	43%
March	396,498	208,407	188,091	48%
April	114,651	75,413	39,238	35%
May	236,141	150,279	85,862	37%
June	431,260	317,445	113,815	27%
Total	\$1,738,260	\$1,078,882	\$704,378	50%

Journeyman/Apprentice Wages

Non-Minority Journeymen Wages	\$1,023,827
Minority Journeymen Wages	623,167 - 38%
Non-Minority Apprentices Wages	55,355
Minority Apprentices Wages	81,211 - 59%
Total Wages	\$1,783,260

MANPOWER UTILIZATION

EXHIBIT "D"

TOTAL HOURS WORKED & WAGES EARNED

July-December 1982

	<u>Total Hours</u>	<u>Hours Worked</u>		<u>Minority %</u>
		<u>Non-Minority</u>	<u>Minority</u>	
July	75,530	43,589	31,941	43%
August	40,466	26,612	13,854	35%
September	30,235	24,904	5,331	18%
October	79,582	41,570	38,012	48%
November	51,225	27,679	23,546	46%
December	46,091	20,043	26,048	57%
Total	3232,129	\$184,397	\$138,732	43%

	<u>Total Wages</u>	<u>Wages Earned</u>		<u>Minority %</u>
		<u>Non-Minority</u>	<u>Minority</u>	
July	1,018,193	518,779	399,414	40%
August	604,036	419,872	184,164	31%
September	385,527	312,858	72,669	19%
October	1,238,782	742,125	496,657	40%
November	806,663	477,023	329,640	41%
December	675,883	320,639	355,244	53%
Total	\$4,729,084	\$2,891,296	\$1,837,788	39%

Journeyman/Apprentice Wages

Non-Minority Journeymen Wages -----	\$3,296,394	
Minority Journeymen Wages-----	1,712,246	- 34%
Non-Minority Apprentice Wages-----	106,511	
Minority Apprentice Wages-----	142,101	- 57%
Total Wages-----	\$5,257,252	